INTERNATIONAL JOURNAL OF INFORMATION TECHNOLOGY AND MANAGEMENT SCIENCE

ISSN 2231-6752

# "A STUDY ON THE PERFORMANCE AND IMPLEMENTATION OF HR POLICIES AT DVARA KGFS,KUMBAKONAM".

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***ABSTRACT***

*This study aims to analyze the performance and implementation of Human Resource (HR) policies at Dvara KGFS, Kumbakonam, with the objective of understanding how effectively HR policies are designed, communicated, and practiced in the organization and how they influence employee satisfaction and organizational performance. The study covers major HR functions such as recruitment and selection, training and development, performance appraisal, compensation and benefits, employee welfare, and grievance handling, using primary data collected through a structured questionnaire and secondary data from company records and related sources. The data were analyzed using percentage analysis, weighted average method, and graphical tools, and the findings reveal that most employees are satisfied with the existing HR policies, though improvements are suggested in areas like communication, career development, and employee engagement, concluding that effective implementation of HR policies significantly contributes to employee motivation, job satisfaction, and overall organizational productivity.*

*Keywords: : of Human Resource (HR) policies [1], performance appraisal[2], , compensation and benefits [3], employee welfare [4] career development [5]*